

<http://www.amsc.belvoir.army.mil>

Transformation through Education

U.S. ARMY
MANAGEMENT STAFF COLLEGE

Home Station Briefing

To be presented by
Each proud AMSC Graduate
SBLMP Class 03-2

Transformation through Education



Our Mission

To *educate* and prepare Army civilian and military leaders to assume *leadership* and management responsibilities throughout the *sustaining base*.

To provide consulting services and conduct research in support of the sustaining base.

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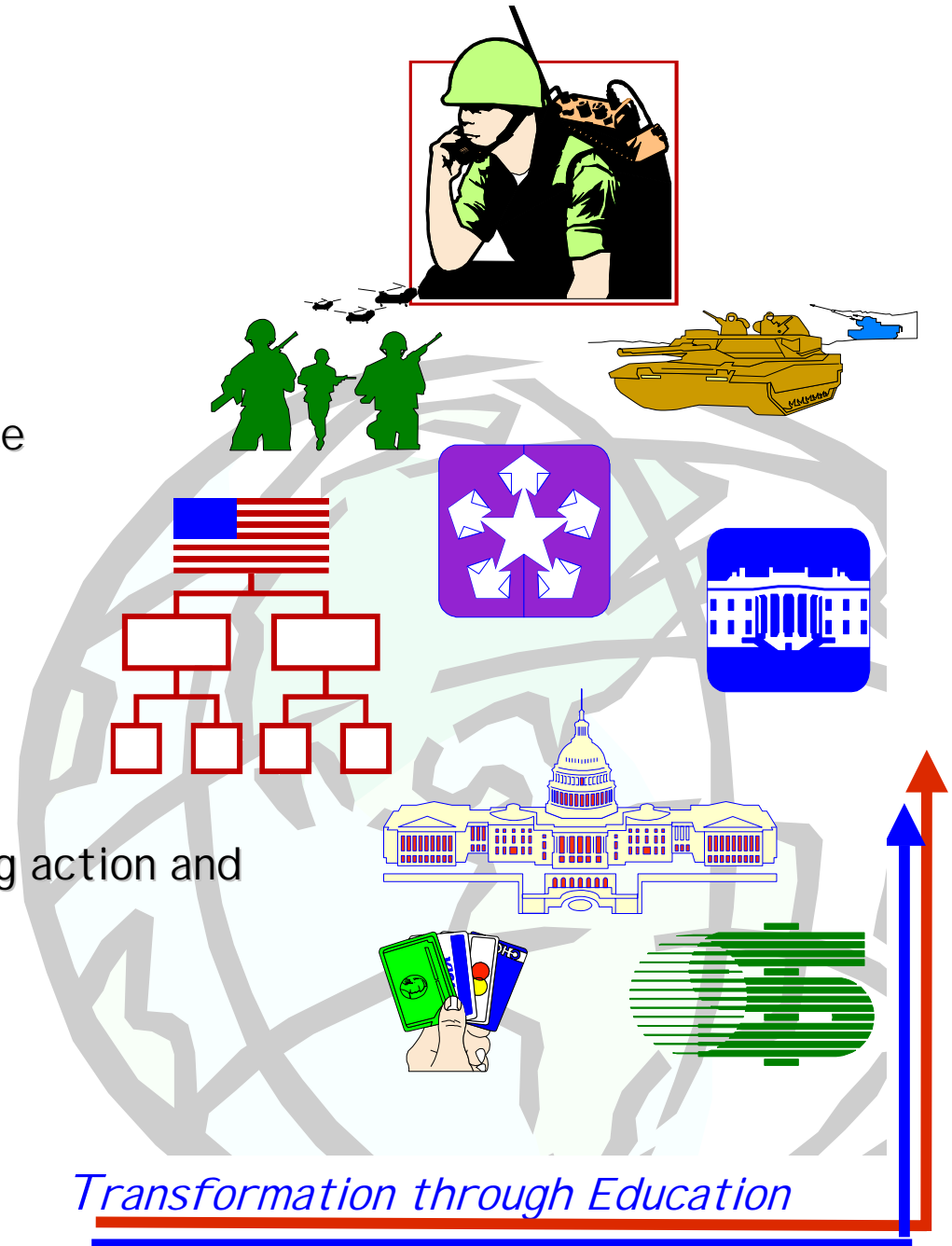
Focus on the Sustaining Base

That aggregation of:

- law, policy, regulation, guidance
- systems
- resources; \$ and things
- people
- facilities; installations

Which combine together to:

- prepare the soldier for action
- get the soldier to action
- take care of the soldier during action and
- bring that soldier back home
and help that
soldier's family be
self sufficient
throughout the process...



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Army Management Staff College

Leader Education Programs

Sustaining Base Leadership and Management

- Sustaining Base Leadership and Management Resident Program (SBLM)
- Sustaining Base Leadership and Management NonResident Program (SBLM-NR)

Personnel Management for Executives

- Personnel Management For Executives (PME) I
- Personnel Management For Executives (PME) II

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Leader Education Programs

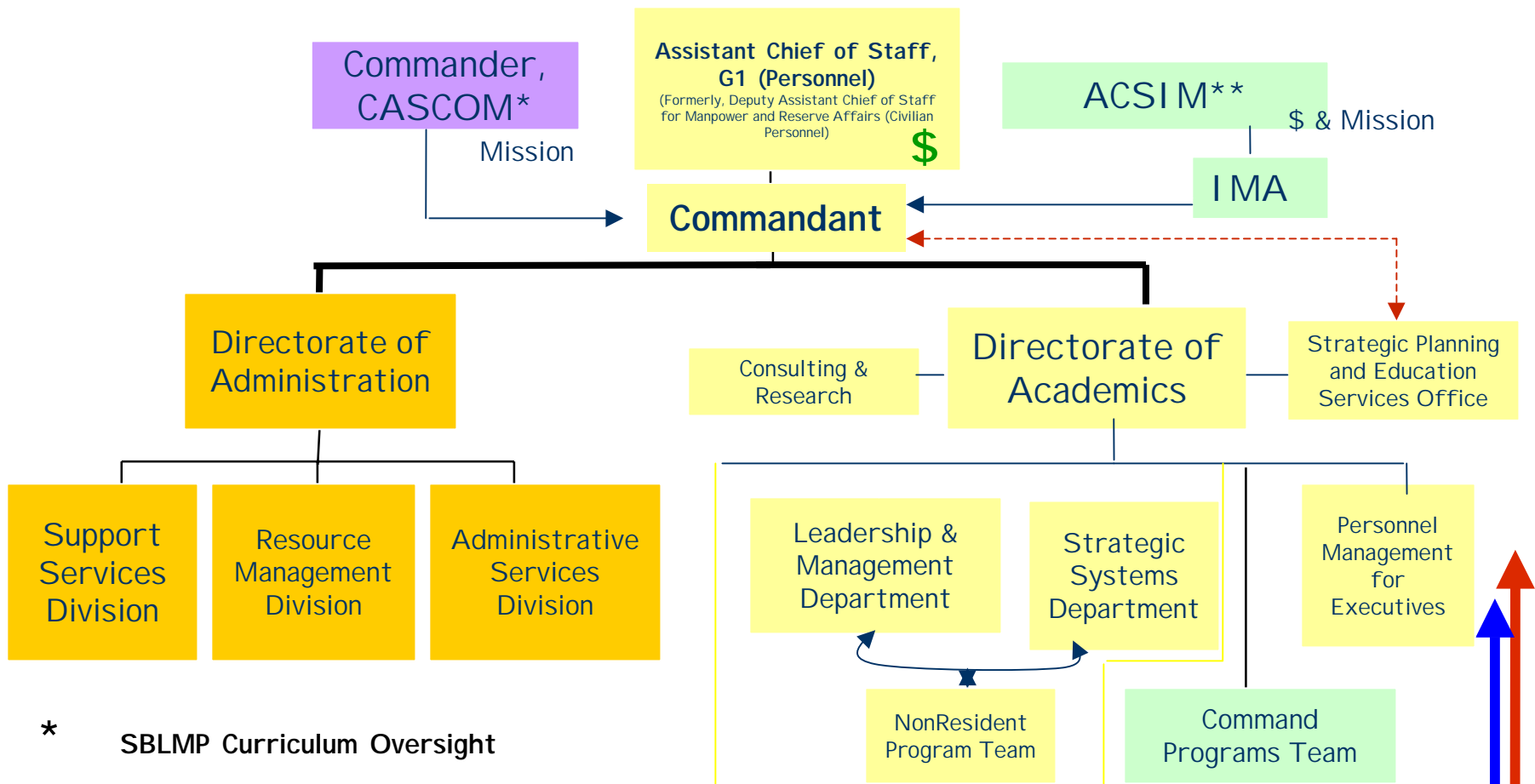
Command Programs

- Garrison Precommand Course (GPC)
- General Officer Installation Command Course (GOIC)
- Garrison Sergeants Major Course (GSGMC)

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Army Management Staff College



* SBLMP Curriculum Oversight

CASCOM = Combined Arms Support Command

** Command Programs Curricula Oversight

ACSIM = Assistant Chief of Staff for Installation Management

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CIVILIAN LEADERSHIP TRAINING

CORE CURRICULUM

(AR 690-400, Chapter 410/413)



INTERNS

- ★ ILDC (Intern Leadership Development Course) (on site)
- ★ AODC (Action Officer Development Course) (Correspondence)

SUPERVISORS

- ★ SDC (Supervisory Development Course) (Correspondence)
- ★ LEAD (Leadership Education and Development Course) (on site)

MANAGERS

- ★ MDC (Manager Development Course) (Correspondence)
- OLE (Organizational Leadership for Executives) (Resident)
- PME I/II (Personnel Management for Executives) (Resident)

EXECUTIVES

- ★ SES Training Conference (Resident)
- ★ GO/SES Force Integration (Resident)
- ★ CCL (Center for Creative Leadership) (Resident)
- ★ EO/EEO Orientation (Resident)
- APEX SES Orientation (Resident)
- ★ GO/SES Leadership Communications Workshop (PAO)

Sustaining Base Leadership & Management Program SBLM)
at Army Management Staff College
Defense Leadership and Management Program
Senior Service College



Our Campus



Humphreys Hall



Knadle Hall



Thayer Hall

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Civilian 99%
Military 01%

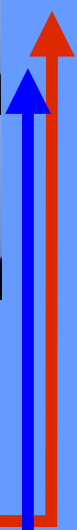
Avg Grade 12

Avg Age 45

Male 57%
Female 43%
Minority 35%

Prof Degree 1%
Masters Degree 36%
Bachelors Degree 44%
Assoc/No Degree 19%

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Am I eligible for SBLM?

- Target Audience
 - GS/GM12-14
 - (11's & 15's by exception)
 - MAJ & LTC; CWO, CSM/SGM
- ACTEDS Funded (except military; Civil Works)
- DA Centrally Selected
- Four Classes Per Year
 - Up to 165 students/class (Res) x 3
 - Up to 90/class (Non-Res) x 1
- 12-Week (+2 NR) Resident Program
- 12-Month Non-Resident Program



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**Focus on
Seminars**

**Practical
Exercises**

**Case Studies
Critical Thinking**

Lectures

**Educational
Methodology**

**Top Guest
Speakers**



**Oral
Presentations**

**Field Trips,
Leadership
Roles**

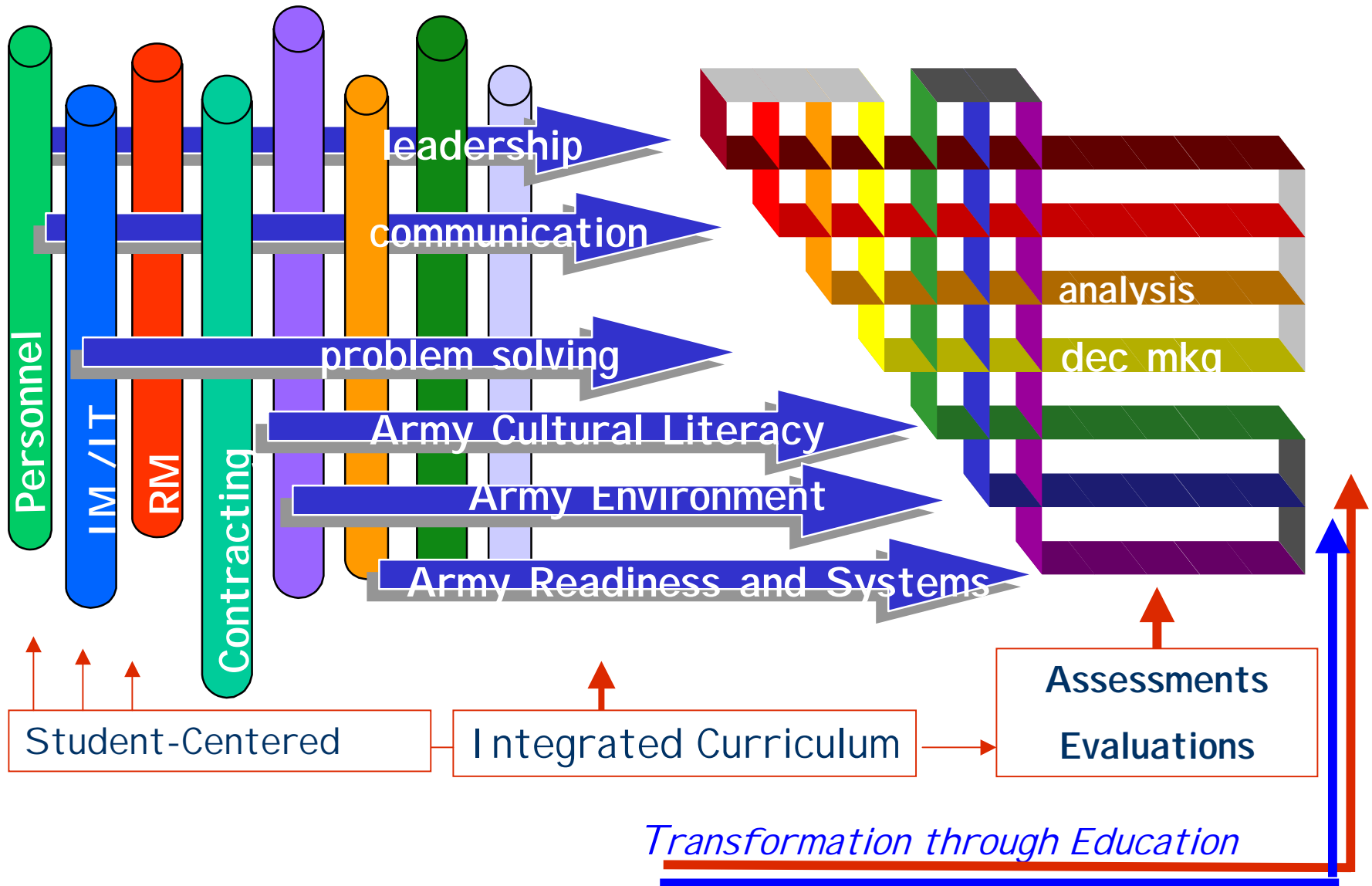
**Reading
Research
Analyzing
Writing**



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Functional Integration through the Practitioner's Perspective

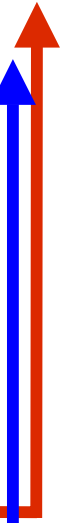
Sustaining Base Leadership & Management Program



Team Leader Development Activity



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SBLM Learning Process

- Gives students background information, problem statement, or issue definition
- Students research, analyze, produce paper or briefing or both
- Students brief teams, seminars
- Facilitate After Action Review



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SBLM *Non-Resident* Curriculum

- *Pre-program Package*
- *Foundation Days*
- Term 1: Leadership & Management in the Sustaining Base
- Term 2: Doctrine, Strategy & Forces
- Term 3: Integrating Systems
- Term 4: Force Projection & the Sustaining Base
- *Research Projects*
- *Capstone & Transition Week*



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SBLM Nonresident Program

- Established for those individuals who have long-term personal or professional situations that might preclude attendance in residence
- Applicants must clearly declare and explain their preference for the non-resident program (mission requirements, personal hardships, etc.)
- *NOT a correspondence course!!!*

The Electronic Campus



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Resident & Nonresident Compared

Humphreys Hall

Cyber Schoolhouse

Class Leaders

Class Leaders

Active Seminar Life

Virtual Seminar Meetings

Daily Discussion

Weekly Forum

Daily Feedback;
Learning Matrix

Online/tele. Feedback;
Long Term Requirements

Face-to-face Counseling

-onic Counseling

Capstone

Capstone

Awards & Graduation

Awards & Graduation



College Life Beyond Academics



Gettysburg Visit

Bowling
Challenge



Army Birthday



Dinner at Club

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Life Beyond Academics...

... and much, much more!



CleanUp



Sightseeing



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ACE Evaluation Results

• 15 GRADUATE SEMESTER HOURS-SBLMP

Resident-2001

Government (6)
Logistics Management (6) Bus. Admin or
Management (3 Grad or Upper Level UG)

Nonresident-2002

Management and Strategy (3)
Government (6)
Logistics (6)

• 9 UPPER LEVEL BACCALAUREATE SEMESTER HOURS-SBLMP

Communications (3)
Human Resources Management (3)
Public Administration (3)

Communications (3)
Management (6)
Health and Wellness (1)

PME I -2000

- Management (3) OR
- Human Resource Management OR
- Leadership OR
- Organizational Behavior PLUS
(1) possible additional hour
for a paper

PME II -2000

(1) in Management, Leadership,
Human Resource Mgt., or
Organizational Behavior.

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We have Articulation Agreements with the following schools:

- Webster University
- University of Maryland University College
- Central Michigan University
- American Military University
- Strayer University

We are accredited by the Council on Occupational Education

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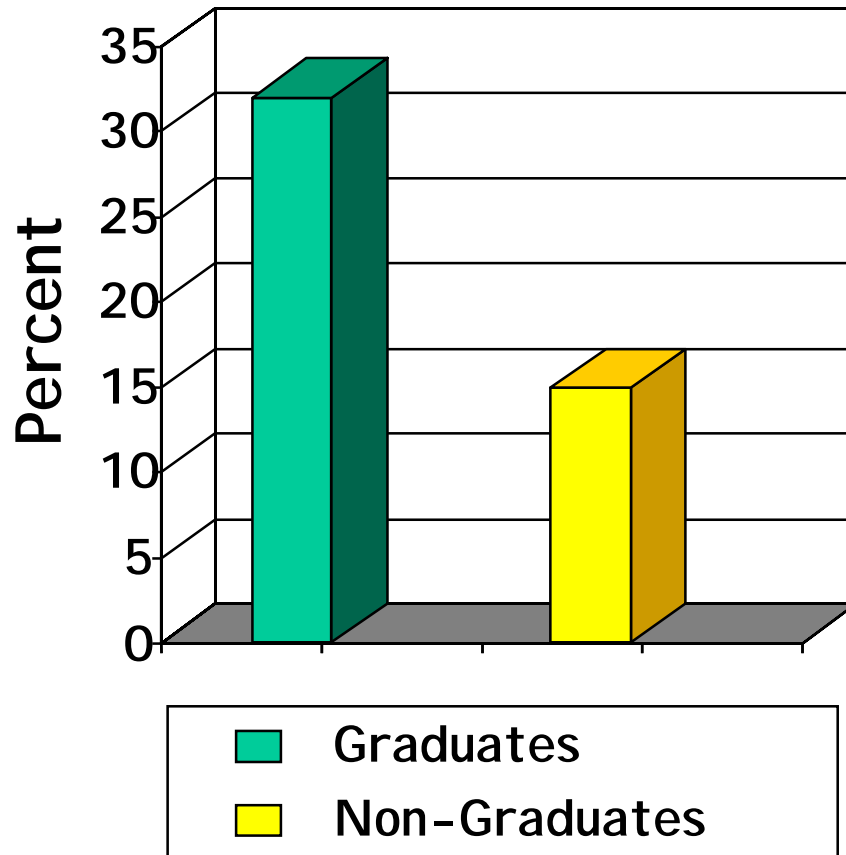


Return on Investment -- What our Graduates' Supervisors Say:

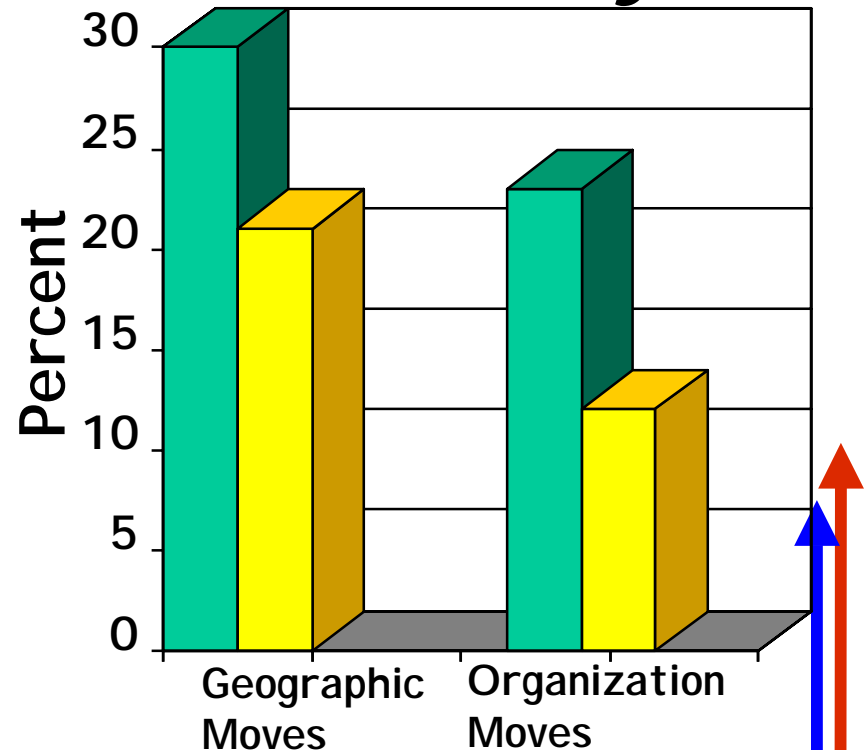
- Graduates have the ability to handle increased responsibility.
- Graduates have the potential to move to senior leadership positions.
- Graduates' confidence in their own performance has increased.
- Graduates' value to the organization has increased.

AMSC Longitudinal Study -- How Are Our Graduates Doing?

Promotions



Mobility



Data Tracked Since 1996

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Application Process For GS/GM 12-14

- Go to <http://www.amsc.belvoir.army.mil> for forms and information. Submit thru **Electronic Application Process (EAP)** to DA Selection Board
- MACOM Commanders can prioritize and endorse.
- Functional chiefs can prioritize and endorse.
- DA Board selects; e-mail notification to MACOMs.
- AMSC notifies applicants of Board results.

Future Classes

<i>CLASS</i>	<i>START DATES</i>	<i>APPLICATION DUE HQ DA</i>	<i>* DA BOARD MEETS</i>
03-3	15 Sep 03	Closed	24-27 Jun 03
NR-04	19 Aug 03	2 Jun 03	24-27 Jun 03
04-1	12 Jan 04	TBD Oct 3	TBD 3 Oct

* Board Dates Subject To Change

Commissioned Officers

➤ Active Duty

Branch Assignment Officer or Officer
Development Branch [(703) 325-3157, DSN
221]

➤ Army Reserve

ARPERCEN POC [(314) 592-0673, Option #4,
DSN 892]

➤ Army National Guard

POC [(703) 607-7333, DSN 327]

Warrant Officer, Sergeants Major, and Command Sergeants Major Attendance

Warrant Officer (CW3,4,5)

Warrant Officer Branch POC [(703) 325-7843, DSN 221]

Sergeants Major/Command Sergeants Major

Sergeant Major Branch POC [(703) 325-8315/7686, DSN 221]

Life after SBLM



AMSC Alumni Association



**Continued Education ACE;
Articulation Agreement Schools**



PME



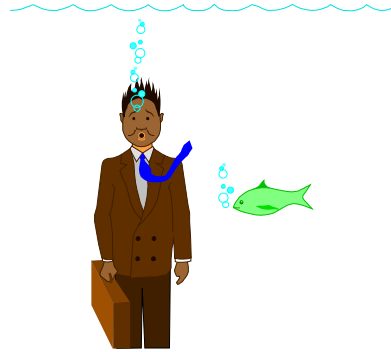
DLAMP



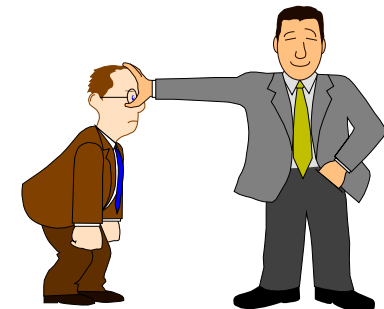
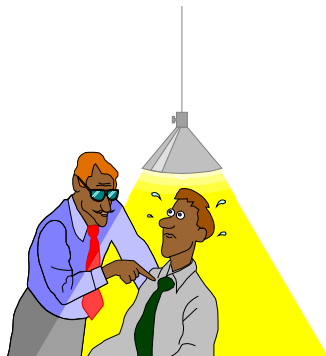
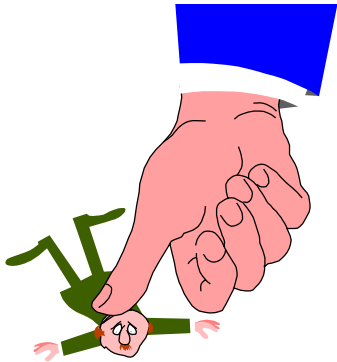
SSC

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PERSONNEL MANAGEMENT FOR EXECUTIVES (PME I & II)



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PME What's it all about?

Selected Issues Covered

- Managing the assets of a diverse workforce
- Improving team building skills
- Improving self awareness and human relations skills
- Apply critical values & ethics in the workplace
- Integrating personality & communication styles with leadership
- Improving active listening skills
- Utilizing communication styles for organizational growth

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PME – Who can attend?

ELIGIBILITY -- 65 Per Class, PME I (9 days)
PME II (5 days)

- GS/GM-13 & 14 and equivalent wage grade
– 12's & 15's by exception
- Field grade military
- Specifically for supervisors/leaders
- Priority to Army; open to all Federal agencies

CENTRAL FUNDING FOR DA CIVILIANS*

*(Civil Works, NAF, and Reserves on a reimbursable basis)

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Defense Leadership & Management Program

<http://www.cpms.osd.mil/dlamp/>

A program developed by OSD in response to recommendations on management of senior DOD personnel (GS13-SES).

DOD Directive 1430.16, April 97

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DLAMP

Requires a Dept-wide perspective, joint emphasis, responsible for people, policy, programs, & other resources of broad significance.

- ▶ Participants with an advanced degree may round out their academic portfolio by taking up to six courses in management and public policy subjects.
- ▶ Participants without an advanced degree may be provided the opportunity to earn one, either through a university program or through senior-level professional military education.
- ▶ Ten-Month Senior Service College experience.

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Look to **AMSC**

to develop leadership skills
focused on:

- institutionalizing fundamental change
- meeting Army mission
- emphasizing effectiveness and efficiency
- understanding how \$, people, places and things link
- applying thinking skills

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AMSC



- Builds the Army's strength to deal with
- change today and tomorrow.
- Integrates all its resources and programs--synergy.
- All about practitioners help practitioners practice.
- Externally evaluated and validated programs.



Defense of Freedom Medal



OBVERSE



REVERSE

